

Comprehensive,
Quality
Benefits

Retiree Connections

2012 Enrollment

For
Medicare
Eligible Retirees
September 2011

It's Time to Look at the Medicare Marketplace

As you choose a medical plan for 2012, you and your Medicare eligible dependents have an important decision to make:

1 Enroll in an individual plan in the Medicare marketplace

or

2 For the final year it is being offered, remain in the 3M Retiree Medical Plan (at the 2012 premium levels).

But don't take our word for it. In this newsletter you will find the stories of several 3M Medicare eligible retirees who have already made the switch.

3M announced last year that **the 3M Retiree Medical Plan will not be available after Dec. 31, 2012**, for Medicare eligible retirees and their Medicare eligible dependents. While 3M will no longer offer the 3M Retiree Medical Plan to Medicare eligible retirees and their eligible dependents beyond Dec. 31, 2012, you as a Medicare eligible retiree or eligible dependent may still be eligible for a valuable retiree medical benefit provided by 3M. Instead of offering the 3M Retiree Medical Plan, 3M will provide retirees and their eligible dependents a 3M Retiree Health Reimbursement Arrangement (HRA) to help them pay for a plan in the Medicare marketplace, if eligible. You should take the time this year to consider moving to an individual plan in the Medicare marketplace for 2012.

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You can enroll for coverage beginning Wednesday, Oct. 15, 2011, through Wednesday, Dec. 7, 2011.

3M

Did You Know?



More than 9,000 of our Medicare eligible retirees and their spouses/dependents are already enrolled in individual plans in the Medicare marketplace. Retirees have told us they are getting coverage that exactly meets their health care needs — and saving on premiums at the same time.

What are you waiting for? No matter your situation, it makes sense to take a closer look at your individual plan options in the Medicare marketplace and consider moving to one of these plans now.

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The 3M Retiree HRA Helps You Pay for Coverage in the Medicare Marketplace

3M provides the 3M Retiree Health Reimbursement Arrangement (HRA), if eligible, which you can use to help pay for an individual plan purchased in the Medicare marketplace, as well as other eligible medical expenses including:

- Premiums for Medicare Part B and/or for individual plans in the Medicare marketplace, including Medicare Advantage (Part C), Medigap and Medicare Part D (prescription drug plans);
- Premiums for individual dental and vision plans; and
- Copays, annual deductibles and coinsurance (excluding prescription drugs).

3M will credit your 3M Retiree HRA with an amount each year you and your dependents are eligible. The credit is based on your years of service and other factors.

To use the money in your 3M Retiree HRA, you simply pay for your premiums or other eligible expenses, submit your proof of payment, and then you will be reimbursed from your 3M Retiree HRA.

The credits provided to your 3M Retiree HRA increase by 3 percent each year. If you have any balance in your 3M Retiree HRA at the end of a year, that balance rolls over for use during future years.



Meet Carol Berg — “No surprises and no bills!”

My medical plan is completely awesome. It is stress free and has saved me money!



Carol retired from 3M after a 43-year career. She is Medicare eligible and last year decided to consider an individual plan in the Medicare marketplace. “I had always taken the 3M Retiree Medical Plan and I was comfortable with it, so I was a little afraid of moving to another program.” However, Carol decided to call Senior Educators (now called Aon Hewitt Navigators) to find out more about what plans might be available to her.

She told Senior Educators she wanted a plan with no deductibles, no copays, no referrals and no mandatory network of doctors. She also told them about her health issues. They worked with her to find just the right plan and they suggested a rider for her policy to ensure she would get all the coverage she needed. “My advisor was very knowledgeable and answered all my questions. He was patient and reassuring when I called him back several times for clarification. I had his direct phone number and email address; therefore, I talked to the same person every time, which was very helpful. Each time my questions were thoroughly answered and I never felt any pressure to make a quick decision.” When Carol finally made the decision to sign up for an individual plan in the Medicare marketplace, her advisor helped her with the paperwork.

One year later Carol says, “My medical plan is completely awesome. It is stress free and has saved me money!” She is happy that her plan is sponsored by AARP, an organization she trusts and knows will be around a long time.

Carol recommends that Medicare eligible retirees talk to their advisor to see what individual plans are available in the Medicare marketplace for 2012. Carol adds, “I am very satisfied with my insurance — there are NO surprises and no bills! I’m glad I made the switch.”

The Medicare Marketplace

Why it Makes Sense to Move in 2012

Many 3M Medicare eligible retirees are finding that the individual plans in the Medicare marketplace are allowing them to find just the right plan to fit their needs. These plans offer you the opportunity to:

- **Save money**, because coverage from individual plans in the Medicare marketplace is often less expensive than coverage through the 3M Retiree Medical Plan;
- **Tailor your coverage** more closely to your specific needs; and
- **Continue receiving financial support from 3M** through a 3M Retiree Health Reimbursement Arrangement (HRA), helping you pay for coverage and for eligible medical expenses.

After Dec. 31, 2012, the 3M Retiree Medical Plan will no longer be available to Medicare eligible retirees and their Medicare eligible dependents. Instead, if eligible, 3M will provide retirees and their eligible dependents a 3M Retiree Health Reimbursement Arrangement (HRA) to help them pay for an individual plan purchased in the Medicare marketplace, as well as other eligible medical expenses.



Meet Jim and Pat Trepp— “We had more information about insurance plans than we knew how to deal with!”

Pat is a 3M retiree: Her husband turned 65 in the middle of 2011 and Pat is not yet eligible for Medicare. “We started receiving so much marketing information about individual plans, and we weren’t sure how to deal with it,” Pat said. When they received a letter from Senior Educators (now called Aon Hewitt Navigators) offering free assistance in choosing a plan, they decided to make a call to them.

Jim had a major health issue about six months before he became Medicare eligible. “It was critical that I could keep my same doctors, continue on my same medications and that my coverage paid for the tests I needed,” Jim noted. Their Senior Educators advisor asked a lot of questions — about Jim’s health issues, which doctors Jim

was seeing, and his medications and dosage amounts. That information helped his Senior Educators advisor identify a number of plans that fit Jim’s needs, and then the advisor narrowed that to just two. “Our advisor spent time going over the pluses and minuses of both plans so we understood our choices,” Jim said.

“In the end, I chose a Blue Cross Blue Shield plan for many reasons, including it’s an insurance company I am comfortable with,” Jim said. Once the plans were selected (including Medicare Part B and Part D prescription drug plan), his Senior Educators advisor helped Jim enroll in each of these programs.

Jim has a few words of advice for others moving to an individual plan in the Medicare marketplace: “Be prepared with lists of doctors and medications — and don’t be upset by the personal questions asked by your advisor. They need to thoroughly understand your health issues to find the right plan for your situation.”

It was critical that I could keep my same doctors, continue on my same medications and that my coverage paid for the tests I needed.

Senior Educators has a New Name: Aon Hewitt Navigators

Senior Educators has changed its name to Aon Hewitt Navigators, with a new website address: www.aonhewittnavigators.com/3M.

Aon Hewitt Navigators (formerly Senior Educators) offers experts who help you understand the different individual plans available to you in the Medicare marketplace and help you find a plan that meets your individual needs. And once you decide on a plan, they walk you through the enrollment process.

If you are still in the 3M Retiree Medical Plan, you will receive a letter from Aon Hewitt Navigators (formerly Senior Educators). It will provide an appointment time for a one-on-one telephone conversation with

a licensed benefit advisor to help you learn more about options that might be right for you. The information will be mailed to your home the week of Sept. 26. **Be sure to confirm your appointment time or arrange for another time that fits your calendar; otherwise, your appointment will be cancelled.**

You must confirm or reschedule your appointment with Aon Hewitt Navigators (formerly Senior Educators); otherwise, your appointment will be cancelled.

Already in an individual plan in the Medicare marketplace but you have questions about your coverage or would like to look at new alternatives? It's easy. Just contact Aon Hewitt Navigators (formerly Senior Educators) for assistance.

You will find contact information for Aon Hewitt Navigators (formerly Senior Educators) in the Important Contact Information on page 15.

Look at What's New!

The Aon Hewitt Navigators website allows you to find the Medicare plans available in your county and compare the details of those plans as well (up to three plan comparisons). You'll find this helpful as you prepare for your appointment with your advisor. You can access the site by going to www.aonhewittnavigators.com/3M. If you don't have access to the site, ask your advisor how they can assist you in getting plan details or a comparison sent to you.

Factors to Consider When Choosing Your Coverage

As you consider moving to an individual plan in the Medicare marketplace for 2012, be sure to compare the features of all the plans you are considering. Aon Hewitt Navigators (formerly Senior Educators) can help you with that process. As you prepare for your discussion with them, consider these factors:



Benefits

What are the covered services for the plans you are considering?



Doctors and hospitals

Are your doctors and hospitals in the network?



Travel

Do you spend part of each year in another state? If so, make sure you choose a plan that covers you while you are away.



Prescription drugs

How much will you spend on prescription drugs with each plan?



Cost

What will you pay for annual out-of-pocket premiums, coinsurance, copayments and annual deductibles?

- Gather your Explanation of Benefits (EOBs) from 2011 to review the expenses you had this year. That will give you a good estimate of what your anticipated medical and prescription drug expenses could be for 2012. Visit www.bluecrossmn.com/3M to access your EOBs online.

While 3M will no longer offer the 3M Retiree Medical Plan to Medicare eligible retirees and their eligible dependents beyond Dec. 31, 2012, you as a Medicare eligible retiree or eligible dependent will still be eligible for a valuable retiree medical benefit provided by 3M. The difference is that 3M will provide you with the 3M Retiree Health Reimbursement Arrangement (HRA), if eligible.

Don't wait. Move to an individual plan in the Medicare marketplace now and enjoy the choice and flexibility.

3M Retiree Medical Plan Premiums for 2012

Below are the 2012 premiums for Medicare eligible retirees and eligible dependents. Your premiums are based on your years of pension service completed before retirement.

IF YOU RECEIVE THE MAXIMUM PREMIUM SUBSIDY
(RETIRED WITH AT LEAST 15 YEARS OF PENSION SERVICE)

Plan Description	2012 Monthly Premium (One Adult)	2012 Monthly Premium (Two Adults)
\$350 Annual Deductible for 2012	\$128	\$256

IF YOU HAD LESS THAN 15 YEARS OF PENSION SERVICE AT RETIREMENT,
AND RETIRED OR TOOK PRE-RETIREMENT LEAVE AFTER JAN. 1, 1997

Years of Pension Service at Retirement	2012 Monthly Premium (One Adult)	2012 Monthly Premium (Two Adults)
14	\$132	\$264
13	\$147	\$294
12	\$162	\$324
11	\$177	\$354
10	\$192	\$384
9	\$207	\$414
8	\$222	\$444
7	\$237	\$474
6	\$242	\$484
5	\$248	\$496

PORTFOLIO II PARTICIPANT PREMIUMS

Plan Description	2012 Monthly Premium (One Adult)	2012 Monthly Premium (Two Adults)
\$350 Annual Deductible for 2012	\$251	\$502

Enrolling in Your Coverage

Here's what you need to do and when:

If you:	You need to:	When:
Enroll in an individual plan in the Medicare marketplace through Aon Hewitt Navigators (formerly Senior Educators)	Read your information, then confirm your appointment with Aon Hewitt Navigators (formerly Senior Educators) online at www.aonhewittnavigators.com/3M , or by calling Aon Hewitt Navigators (formerly Senior Educators) at (877) 458-9656 (toll free). Be sure to have your Medicare ID card handy.	Oct. 15 through Dec. 7, 2011
Enroll in an individual plan in the Medicare marketplace on your own or decide to drop the 3M Retiree Medical Plan	Drop your coverage in the 3M Retiree Medical Plan by calling the 3M FIRST Line Center at (888) 611-5500 (toll free) if calling from the U.S. or Canada. Call (847) 833-0483 if calling from outside the U.S. or Canada. Representatives are available Monday through Friday from 8 a.m. to 6 p.m. CT.	Oct. 15 through Dec. 7, 2011
Remain in the 3M Retiree Medical Plan	Do nothing. Your current coverage will continue at 2012 premium rates	
Need to make changes to your 2011 coverage	Visit the 3M Benefit Center website at www.ibenefitcenter.com/3M or contact the 3M Benefit Center representatives at (877) 331-3343 (toll free) who are available Monday through Friday 8 a.m. to 6 p.m.	By Dec. 31, 2011

You must confirm or reschedule your appointment with Aon Hewitt Navigators (formerly Senior Educators); otherwise, your appointment will be cancelled.

What You Need to Do Now

Read... this newsletter to understand your individual plan options in the Medicare marketplace and the premium increases to the 3M Retiree Medical Plan for 2012.

Watch... your mail for a packet from our partner, Aon Hewitt Navigators (formerly Senior Educators), providing a date and time for personal phone consultation to review your options.

Confirm... your appointment with Aon Hewitt Navigators (formerly Senior Educators) online or at the number included in the letter you will receive. If you do not confirm your appointment, it will be cancelled. You can change or reschedule your appointment if necessary.

Decide... whether you will enroll in an individual plan in the Medicare marketplace or remain in the 3M Retiree Medical Plan. Remember, this is the last year for the 3M Retiree Medical Plan. It will no longer be offered in 2013.

Enroll... in an individual plan between Oct. 15 and Dec. 7, 2011.



Meet Ron Waxon —

“When you take time to learn about your choices, the marketplace isn’t scary.”

With 3M's contribution to my 3M Retiree HRA, the plan costs me very little.

Ron retired from 3M and moved to Texas to enjoy the warm weather and sunshine. Last year he decided to move into an individual plan in the Medicare marketplace “because the 3M Retiree Medical Plan was going to expire in a few years anyway, so I thought I would go ahead and move before that happened,” Ron noted.

Ron was looking for a plan that offered a bit more coverage, but still at a reasonable price. In the end, Ron found “a plan that has the right level of coverage. And with 3M’s contribution to my 3M Retiree HRA, the plan costs me very little.”

Ron used Senior Educators (now Aon Hewitt Navigators) to help him with the process. He had them e-mail him summaries on different plans and he evaluated the options. From there, he selected his plan. “I am very happy with the plan,” Ron noted.

Ron has some words of advice to others considering moving to an individual plan in the Medicare marketplace. First, educate yourself so you understand the options open to you. Second, list your questions and concerns before you talk to Senior Educators so they know your expectations. Third, if you aren’t comfortable with your Senior Educators advisor, ask for a new one. That relationship is critical. Fourth, go into the plan trusting that it will fit your needs.

Ron is very secure and confident in his final plan choice. “The program is much simpler than I thought it would be,” Ron adds. “When you take time to learn about your choices, the marketplace isn’t scary. You just have to ask questions and learn about what’s available.”

How to Enroll in an Individual Plan in the Medicare Marketplace

We have partnered with Aon Hewitt Navigators (formerly Senior Educators) to provide you with assistance in evaluating and selecting an individual plan in the Medicare marketplace — all at no cost to you. Their licensed benefits advisors are available to help you learn about your options and to enroll in the individual plan that best fits your needs.

If you decide to use Aon Hewitt Navigators (formerly Senior Educators) to help you select an individual plan in the Medicare marketplace:

- Watch for your Aon Hewitt Navigators (formerly Senior Educators) packet (you can also visit Aon Hewitt Navigators (formerly Senior Educators) online at www.aonhewittnavigators.com/3M to research and compare plans they offer).
- Confirm your appointment with the licensed benefits advisor.
- Speak with the advisor during your scheduled appointment time (they will call you)!
- Enroll through Aon Hewitt Navigators (formerly Senior Educators) between the Oct. 15 – Dec. 7, 2011, enrollment period. You will need your Medicare ID number to enroll.
 - You do not need to call the 3M FIRST Line Center to cancel your current 3M coverage.
Note: *If you have premiums deducted from your January pension payment, the premiums will be refunded to you.*
 - You will automatically be enrolled in the 3M Retiree Health Reimbursement Arrangement (HRA), to which 3M will credit an amount each year, if eligible.

If either you or your spouse chooses to enroll in an individual plan in the Medicare marketplace, both of you must leave the 3M Retiree Medical Plan when eligible for Medicare and neither of you may return to the Plan.

If you decide to enroll on your own in an individual plan in the Medicare marketplace — including a Medicare Advantage Plan, Medigap Plan and/or a Medicare Prescription Drug Plan, or if you decide you no longer wish to participate in the 3M Retiree Medical Plan:

You should call the 3M FIRST Line Center at (888) 611-5500 (toll free) if calling from the U.S. or Canada. Call (847) 833-0483 if calling from outside the U.S. or Canada.

- Drop your 3M Retiree Medical Plan or change your dental coverage plan effective Jan. 1, 2012.
Note: If you notify the 3M FIRST Line Center after the pension payroll cutoff date of Dec. 15, 2011, you may have premiums deducted from your January pension payment. The premiums will be refunded to you.
- You will automatically be enrolled in the 3M Retiree Health Reimbursement Account (HRA), to which 3M will credit an amount each year.

If either you or your spouse chooses to enroll in an individual plan in the Medicare marketplace, both of you must leave the 3M Retiree Medical Plan when eligible for Medicare and neither of you may return to the Plan.

You have until Dec. 7, 2011, to enroll on your own in an individual plan in the Medicare marketplace.

If you decide to remain in the 3M Retiree Medical Plan for 2012, you do not need to do anything. Your current coverage will continue at 2012 premium rates. **But remember, 2012 is the last year this plan will be offered by 3M to Medicare eligible retirees and their Medicare eligible dependents.**

Learn about individual plans in the Medicare marketplace:

- Visit Aon Hewitt Navigators (formerly Senior Educators) online at www.resources.hewitt.com/3M. Discuss options with Aon Hewitt Navigators (formerly Senior Educators) during your scheduled appointment.
- On your own: Visit www.medicare.gov or call Medicare at (800) 633-4227 (toll free) for plan choices in your area, or attend local insurance carrier meetings.

Important Legal Information

This document is intended to provide general information and is not intended to provide specific advice to individuals. This document should not be construed and is not intended to provide advice about Medicare and your health care choices. You should consult with your own advisor for guidance specific to your own situation.

The information in this document is not intended to describe or summarize the terms of the 3M benefit plans nor is it the official plan document for those plans. In the event of any conflict, inconsistency or ambiguity between the information in this document and the official plan documents, the terms of the official plan documents will be controlling.

3M reserves the right to modify, amend or terminate its benefits and benefit plans, in whole or in part, at any time and for any reason.

This document is not intended to give rise to any right of employment, continued employment or any benefit with or from 3M. Nothing in this document shall be deemed a promise or guarantee that an individual will be able to retire from 3M. This document shall not be deemed an employment contract.

The benefit plans and programs described in this document may or may not apply to employees joining 3M as a result of an acquisition or those who work for a 3M subsidiary.

Important Contact Information

Getting information about your 3M Retiree Benefits has never been easier.

Below is the key contact information you need to know.

For questions about...	Contact...
Individual plans in the Medicare marketplace	Aon Hewitt Navigators (formerly Senior Educators) (877) 458-9656 (toll free) www.aonhewittnavigators.com/3M Medicare (800) 633-4227 (toll free) www.medicare.gov
2012 3M Retiree Medical, Dental, Pension and 401(k) questions	Your Benefits Resources™ http://resources.hewitt.com/3M 3M FIRST Line Center U.S. and Canada: (888) 611-5500 (toll free) Outside U.S. and Canada: (847) 883-0483 8 a.m. to 6 p.m. CT
2011 3M Retiree Medical or Dental Plans	3M Benefit Center www.ibenefitcenter.com/3M (877) 331-3343 (toll free) 8 a.m. to 6 p.m. CT
Locating the right resources to help you	HR Contact Center (651) 575-5000 (877) 496-3636 (toll free) Monday through Friday, 7:30 a.m. to 5 p.m. CT

This document is prepared for U.S.-based Medicare eligible 3M retirees, their eligible dependents and surviving spouses.



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